



Top Glove Corporation Bhd

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PRESS RELEASE

For Immediate Release

DRIVING EQUALITY AT THE WORKPLACE

Top Glove's diversity policy and practices build a more equitable and diverse workplace where everyone has equal opportunity to thrive in their careers

Shah Alam, Tuesday, 8 March 2022 At Top Glove, the world's largest manufacturer of gloves, diversity at the workplace starts at the top. Guided by forward looking leadership, the Company is committed to ensuring a space where all its employees can thrive.

Three main areas in which gender equality and diversity are clearly evident at Top Glove are:

- 1. Gender Equality in Leadership Positions**
- 2. Women Participation in the Boardroom**
- 3. Initiatives to Safeguard Female Safety and Wellbeing at the Workplace**

Dato' Lee Kim Meow, Managing Director of Top Glove, says: "By embracing diversity and equality through our human capital policies and practices that advocate equal opportunities for gainful employment, learning and development, and career advancement, Top Glove has become an employer of choice to some 22,000 employees. Women participation on Top Glove's Board is at 38% and the Company currently also boasts a commendable 52:48 ratio of women to men in leadership positions, who are managers and above."

The Company's initiatives to **safeguard female safety and wellbeing at the workplace** include:

- Strengthening its Prevention of Sexual Harassment Policy;

- Stationing auxiliary police at the Company's carpark and premises;
- Allocating designated car park spaces for pregnant employees;
- Access to weekly free health day visits and check-ups by Top Glove Global Doctors' gynaecologist;
- Upgrading its nursing rooms, which are conveniently located in all its factories and offices; and
- Providing maternity uniforms for expectant mothers who are working in the Production Department.

Additionally, its **female employee centric benefits** include:

- Extended maternity and paternity leave;
- Work From Home "WFH" arrangement of 23 days post pregnancy, depending on nature of job;
- Flexible WFH arrangement as Childcare Support for working parents and pregnant mothers; and
- Family Care Leave for employees who need to care for immediate family members who are diagnosed with terminal illness; have disabilities and special needs; or require emergency medical treatment.

The company also contributes financial and voluntary assistance to causes that help women in need within the communities it serves. These include charitable organisations, women community events, and donations to single mothers, for which assistance rendered amounted to over RM160K to date, alongside other ongoing charitable initiatives.

Dato' Lee Kim Meow adds: "We believe that our initiatives to support and advance gender parity in the workplace have been instrumental in Top Glove being included in the 2022 Bloomberg Gender Equality Index. We are honoured to be one of four Malaysian companies and among 20 companies worldwide in the 'Industrials' sector that made the Index, which tracks the performance of public listed companies committed to transparency in five key areas namely female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti sexual harassment policies and pro women brand."

In conjunction with International Women's Day on 8 March 2022, Top Glove is organising a host of motivational podcast sharing and workshop sessions for its employees throughout the month with opportune topics such as advancing women wellness, sexual harassment, developing a breakthrough mindset, and further empowering women at the workplace.

For more updates and information on Top Glove, please visit: <https://www.topglove.com/home>

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About Top Glove Corporation Bhd

Top Glove Corporation Bhd is listed on the Bursa Malaysia Stock Exchange Main Board and Singapore Exchange Mainboard. It is also one of the component stocks of the MSCI Global Standard Index, FTSE Bursa Malaysia KLCI Index, FBM Top 100 Index, FBM Emas Index, FBM Hijrah Syariah Index, FBM Emas Syariah Index and the Dow Jones Sustainability Indices (DJSI) for Emerging Markets. A Forbes Global 2000 company, Top Glove is currently the world's largest manufacturer of gloves with an established corporate culture and good business direction of producing consistently high quality, cost efficient gloves. Top Glove has over 2,000 customers worldwide and exports to more than 195 countries.

Summary of key information:

	As at 8 March 2022
Number of Factories	49 factories (42 in Malaysia, 5 in Thailand, 1 in China and 1 in Vietnam) comprising: <ul style="list-style-type: none"> • 37 glove factories • 2 latex concentrate plants • 3 chemical factories • 1 glove former factory • 2 packaging material factories • 1 dental dam factory • 1 condom factory • 1 face mask factory • 1 gamma sterilisation factory
Number of Marketing Offices	7 (Malaysia, USA, Germany, Brazil, China, Thailand, and Vietnam)
Number of Glove Production Lines	812
Glove Production Capacity	100 billion pieces per annum
Number of Employees	22,000